

Southfield, MI

UNITED STATES OF AMERICA

BEFORE THE NATIONAL LABOR RELATIONS BOARD

AT&T SERVICES, INC.

and

Case 07-CA-228413

VERONICA ROLADER

ORDER APPROVING STIPULATION, GRANTING MOTION,  
AND TRANSFERRING PROCEEDING TO THE BOARD

This matter comes before the National Labor Relations Board upon a joint motion by Respondent AT&T Services, Inc., Charging Party Veronica Rolader, and the General Counsel to waive a hearing and decision by an administrative law judge and to transfer the proceeding to the Board for a decision based on the stipulated record.

On November 7, 2019, the General Counsel, through the Acting Regional Director for Region 7, issued an amended complaint and notice of hearing, alleging that the Respondent (i) denied the Charging Party's requests to revoke her dues-checkoff authorization and continued to deduct dues pursuant to that authorization after the expiration of the Respondent's collective-bargaining agreement with the Communications Workers of America (Union), (ii) maintained an article in its collective-bargaining agreement that requires employees seeking to revoke dues-checkoff authorizations to so advise the Respondent's payroll office by individually signed letter with one letter per envelope, (iii) maintained an article in its collective-bargaining agreement and language on the dues-checkoff authorization card that requires revocation requests to be sent by registered or certified mail, (iv) gave assistance and support to the Union by deducting dues from the Charging Party's wages and remitting them to the Union notwithstanding the requests submitted by the Charging Party to revoke the dues-checkoff authorization, (v) restricted

employee dues-checkoff revocations after the expiration of the collective-bargaining agreement, and (vi) failed to provide the Charging Party with the effective window-period dates for revoking her dues-checkoff authorization. The complaint further alleges that, by this conduct, the Respondent has violated Section 8(a)(1), (2), and (3) of the Act.

On January 22, 2020, the parties filed a joint motion and stipulation of facts with the Board. Pursuant to Section 102.35(a)(9) of the Board's Rules and Regulations, the parties have waived a hearing before an administrative law judge and agreed to submit the record in this case directly to the Board for findings of fact, conclusions of law, and a Decision and Order. The parties have requested that the Board set a time for the filing of briefs.

The Board having considered the matter,

IT IS ORDERED that the joint motion is granted and the case is transferred to and continued before the Board in Washington, D.C. for the purpose of issuing findings of fact, conclusions of law, and a Decision and Order.

IT IS FURTHER ORDERED that the stipulated record, which includes a stipulation of facts, Joint Exhibits 1 through 9, a statement of the issues presented, and statements of position by the Respondent and the Charging Party, is approved and made part of the record.

The parties may file initial briefs with the Board in Washington, D.C., on or before August 18, 2020, and answering briefs within 14 days thereafter in accordance with Section 102.35(a)(9) of the Board's Rules and Regulations.

Dated, Washington, D.C., July 28, 2020.

By Direction of the Board:

/s/ Roxanne L. Rothschild

---

Executive Secretary